

COUNCIL MINUTES

October 20, 2014

Council Chambers

7:00 P.M.

7:00 P.M. - President Ellington called the October 20, 2014 Newark City Council meeting to order

ROLL CALL-Mr. Rolletta, Mr. Blake, Mr. Bubb, Mr. Cost, Mrs. Floyd, Mr. Guthrie, Ms. Hall, Mr. Johnson, Mr. Marmie, Mr. Rath

INVOCATION – Mrs. Floyd

PLEDGE OF ALLEGIANCE-Chief Stickradt

CAUCUS

MINUTES- October 6, 2014 Motion by Mr. Rath, second by Mr. Johnson to approve the minutes of the presented and the reading be dispensed with in view of the fact each member of Council has received written summary of same. **Motion carried by acclamation.**

REPORTS STANDING COMMITTEES

Finance-**Received and Filed**

Service-**Received and Filed**

Personnel-**Received and Filed**

REPORTS OF CITY OFFICIALS

Stephen E Johnson, City Auditor- operating report for the period ending September 30, 2014-**Received and Filed**
Service Director, David Rhodes- railroad crossing meeting update including an action plan for repairs. -**Received and Filed**

COMMUNICATIONS

Mayor Hall- presenting a proclamation to Chief Stickradt for his 35 years of services-**Received and Filed**

Paul Moran-his concerns about a cover on Union St at Wilson that was filled in with dirt and at 164 Fairfield and Woods by the hydrant and sewer. Other comments were ideas for downtown-**Received and Filed**

Ohio Division of Liquor Control- Renewal of license for Buckeye Winery LLC 25 N 3rd St-**Received and Filed**

Daniel Crawford- 3rd Impeachment speech for President Obama-**Received and Filed**

Assistant Chief Patrick Connor was also sworn in as the interim Fire Chief

COMMENTS FROM CITIZENS

Gary Burkholder-254 Trail East Pataskala, he thanked Mayor Hall for his appointment to the JEDZ II Board and he also thanked City Council for the confirmation. He stated that he was the Township Trustee when JEDZ I and JEDZ II were formed and appreciated the opportunity to serve on that Board again and to be able to make a contribution to Etna Township and the City of Newark. He stated that if Mayor Hall, the administration or City Council ever had any questions they should feel free to contact him. He also thanked Barb Jobes for her wonderful work administering the tax collections for the JEDZ program and that he looked forward to working with her.

ORDINANCES ON SECOND READING

By: Mr. Blake, Mr. Cost, Mrs. Floyd, Mr. Rath

14-28 AN ORDINANCE TO PROVIDE FOR THE ISSUANCE OF \$4,000,000 OF BAND ANTICIPATION NOTES IN ANTICIPATION OF THE ISSUANCE OF BONDS FOR THE PURPOSE OF PAYING THE COST OF REPLACEMENT OF WATER MAIN AND SERVICE LINES AND ALL NECESSARY APPURTENANCES, INCLUDING BUT NOT LIMITED TO HYDRANTS, VALVES AND FITTINGS

Motion by Mr. Cost to adopt Ordinance 14-28, second by Mr. Rath

Motion passed by a vote of 7(Blake, Bubb, Cost, Floyd, Hall, Johnson, Rath) to 3(Guthrie, Marmie, Rolletta)

By: Mr. Blake, Mrs. Floyd, Mr. Cost, Mr. Marmie, Mr. Rath

14-29 AN ORDINANCE PROVIDING FOR THE ADOPTION OF POST ISSUANCE COMPLIANCE POLICIES AND PROCEDURES FOR TAX EXEMPT OBLIGATIONS

Motion by Mr. Blake to adopt Ordinance 14-29, second by Mrs. Floyd

Motion passed by a vote of 10-0.

By: Mr. Cost, Mrs. Floyd, Mr. Marmie, Mr. Rath

14-30 AUTHORIZING AND DIRECTING THE NEWARK CITY SAFETY DIRECTOR TO CERTIFY TO THE LICKING COUNTY AUDITOR, THE SUM OF \$131,198.40 INCURRED BY THE NEWARK CITY PROPERTY MAINTENANCE DEPARTMENT WITH RESPECT TO PROPERTY MAINTAINENCE VIOLATIONS TO BE PLACED AS A LIEN UPON CERTAIN PARCELS OF REAL PROPERTY SITUATED IN THE CITY OF NEWARK, OHIO.

Motion by Mr. Cost to adopt Ordinance 14-30, second by Mr. Bubb

Motion passed by a vote of 10-0.

ORDINANCES ON FIRST READING

By: Mrs. Floyd, Mr. Cost, Mr. Rath

14-31 AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO HOURLY NON-BARGAINING UNIT EMPLOYEES OF THE CITY OF NEWARK, OHIO; REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THIS ORDINANCE; AND DECLARING AN EMERGENCY.

Motion by Mrs. Floyd to adopt Ordinance 14-31, second by Mr. Cost

Motion by Mr. Blake to amend Ordinance 14-31, second by Mrs. Floyd

Mr. Blake- I would like to add the term sexual orientation to Article 1 Section 1, Article 26 E and Article 27 D. We have four different ordinances tonight dealing with our human resource policies and I think as employers and an organization we would think to be an organization that is open and fair and inclusive of the various people that we employ. I will be making the same motion on the other three but I just want to add this to the non-discrimination policy that is embedded within this ordinance.

Motion to amend Ordinance 14-31 passed by a 10-0 vote

Mrs. Floyd- we have already given salary increases to the three unions and it is only fair that we give it to the rest of hourly non-bargaining unit employees.

Motion to adopt Ordinance 14-31 AS AMENDED passed by a 8(Blake, Cost, Floyd, Guthrie, Hall, Johnson, Rath, Rolletta) 2(Bubb, Marmie).

By: Mrs. Floyd, Mr. Cost, Mr. Rath

14-32 AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO MANAGEMENT AND SUPERVISORY PERSONNEL OF THE CITY OF NEWARK, OHIO; REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THIS ORDINANCE; AND DECLARING AN EMERGENCY.

Motion by Mrs. Floyd to adopt Ordinance 14-32, second by Mr. Cost

Motion by Mr. Blake to amend Ordinance 14-32, second by Mrs. Floyd

Mr. Blake- I would like to add the term sexual orientation to Article 1 Section 1 and Article 17 bullet point 4

Motion to amend Ordinance 14-32 passed by a vote of 10-0.

Motion by Mrs. Floyd to amend Ordinance 14-32 Article 19 Section 4, second Mr. Guthrie

Mrs. Floyd- I would like to take out a sentence in Article 19 section 4. The first sentence that says the Director of Public Service will be granted the authority to adjust any management and supervisory employee's compensation by plus or minus 10% by the amount listed on the wage scale based on job performance.

President Ellington- you are asking to strike that entire sentence

Mrs. Floyd- I am asking to take out that entire sentence. There is another sentence there that will stay in so there will still be a section 4 but we are taking out that sentence.

President Ellington- so the section that you just read you would like taken out

Mrs. Floyd- the Charter basically gives Council the authority to make decisions on wages. We all know that money is tight there has been a lot of discussion on the increases that we have already given. 10% even if it is one or two employees is an awful lot of discretion and I cannot do it. I think that it needs to be a decision Council makes. If there is a particular employee that they need to change for some reason it can be brought to Council individually.

Mr. Guthrie- I agree with Mrs. Floyd's points. I think considering the Charter language and considering what I think was a fairly brutal bargaining process that everybody went through and the fact that there was certainly nothing excessive about the raises that our City employees received and the raises that we are voting on tonight. For us to give that authority away especially at a time like this it would almost be like pleading temporary insanity. I think that the amendment stands on its merits and I am certainly supportive of it and hope that everybody else is too.

Motion to amend Ordinance 14-32 Article 19 Section 4 passed by a vote of 7(Blake, Cost, Floyd, Guthrie, Hall, Johnson, Rolletta) to 3(Bubb, Marmie, Rath)

Motion to adopt Ordinance 14-32 AS AMENDED passed by a vote of 8(Blake, Cost, Floyd, Guthrie, Hall, Johnson, Rath, Rolletta) to 2(Bubb, Marmie)

By: Floyd, Cost, Rath

14-33 AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO ADMINISTRATIVE TECHNICAL EXEMPT EMPLOYEES OF THE CITY OF NEWARK, OHIO; REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THIS ORDINANCE; AND DECLARING AN EMERGENCY

Motion by Mrs. Floyd to adopt Ordinance 14-33, second by Mr. Cost

Motion by Mr. Blake to amend Ordinance 14-33, second by Mrs. Floyd

Mr. Blake- I would like to add the term sexual orientation to Article 1 Section 1 and Article 17 D

Motion to amend Ordinance 14-33 passed by a vote of 10-0.

Mrs. Floyd- I just want to say the same thing that I said for the first one and I should have said for the second one. We are giving everybody else raises so these people need it too.

Motion to adopt Ordinance 14-33 AS AMENDED passed by a vote of 8(Blake, Cost, Floyd, Guthrie, Hall, Johnson, Rath, Rolletta) to 2(Bubb, Marmie)

By: Floyd, Cost, Rath

14-34 AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO APPOINTED POSITIONS OF THE CITY OF NEWARK, OHIO; REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THIS ORDINANCE; AND DECLARING AN EMERGENCY.

Motion by Mrs. Floyd to adopt Ordinance 14-34, second by Mr. Cost

Mr. Marmie- I am just going to chime in and state some of the reasons why I am not in support of pay raises. Basically because any pay raises we have come out of the same pool of funds that we were anticipating for the next year. It has been asked where are we going to come up with the almost \$250,000.00 from what we affectionately call the rainy day fund or the budget stabilization fund in addition to these pay raises which equates to well over half a million dollars, closer to a million dollars, where are we going to find that in the budget. The only answer is reduction in forces that is the answer I am getting so with these pay raises we are going to have a reduction of forces through attrition. I am not in support of that. I believe in keeping more jobs and making sure we have all areas and bases covered. Not only that we have kind of taken away flexibility of assigning additional assignments and having someone actually compensated for the 10% differential that was not put in there. So that is why I am not in support of any of these raises.

Motion to adopt Ordinance 14-34 passed by a vote of 8(Blake, Cost, Floyd, Guthrie, Hall, Johnson, Rath, Rolletta to 2(Bubb, Marmie)

By: Floyd, Cost, Rath

14-35 AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO POLICE AND FIRE CHIEFS OF THE CITY OF NEWARK, OHIO; REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THIS ORDINANCE; AND DECLARING AN EMERGENCY.

Motion by Mrs. Floyd to adopt Ordinance 14-35, second by Mr. Cost

Motion by Mr. Blake to amend Ordinance 14-35, second by Mrs. Floyd

Mr. Blake- I would like to add the term sexual orientation to Article 1 Section 1

Motion to amend Ordinance 14-35 passed by a vote of 10-0.

Mrs. Floyd- we are obviously going to be in new territory as we get a new Fire Chief and at some point a new Police Chief and I think that it is important that they are fairly compensated in compliance with what the Unions got.

Mr. Guthrie- I voted against this legislation in Committee but I have since then done some research and got some good information from the Auditor today. I think this is justified and I am going to vote in the affirmative.

Motion to adopt Ordinance 14-35 AS AMENDED passed by a vote of 8(Blake, Cost, Floyd, Guthrie, Hall, Johnson, Rath, Rolletta to 2(Bubb, Marmie)

By: Mr. Cost, Mrs. Floyd, Mr. Marmie, Mr. Rath

14-36 AN ORDINANCE CHANGING THE ZONING CLASSIFICATION OF CERTAIN REAL PROPERTY, GENERALLY DESCRIBED AS 2260 RIVER ROAD, CITY OF NEWARK, LICKING COUNTY, OHIO, FROM THAT OF AD (AGRICULTURAL) DISTRICT, TO MFR (MULTI-FAMILY RESIDENCE) DISTRICT.

Referred to Planning Commission

RESOLUTIONS ON THE SECOND READING

By: Mr. Blake, Mrs. Floyd, Mr. Cost, Mr. Marmie, Mr. Rath

14-77 A RESOLUTION APPROPRIATING MONIES FOR CURRENT EXPENSES OF THE MUNICIPAL CORPORATION (100 General Fund: \$5,000.00- Misc Supplies)

Motion by Mr. Blake to adopt Resolution 14-77, second by Mrs. Floyd

Motion passed by a 10-0 vote

By: Ms. Hall, Mr. Blake, Mrs. Floyd, Mr. Cost, Mr. Marmie, Mr. Rath

14-78 A RESOLUTION APPROPRIATING MONIES FOR CURRENT EXPENSES OF THE MUNICIPAL CORPORATION (335 Capital Improvement Fund: \$2,000.00- Traffic Supplies; 335 Capital Improvement Fund: \$4,200.00- Bldg Maintenance/Supplies; 335 Capital Improvement Fund: \$10,254.00- Bldg Maintenance/Supplies)

Motion by Ms. Hall to adopt Resolution 14-78, second by Mrs. Floyd

Motion passed by a 10-0 vote

RESOLUTIONS ON THE FIRST READING

By: Mrs. Floyd, Mr. Cost, Mr. Marmie, Mr. Rath

14-81 A RESOLUTION APPROPRIATING MONIES FOR CURRENT EXPENSES OF THE MUNICIPAL CORPORATION

Motion by Mr. Blake to waive the two day reading rule for Resolution 14-81, second by Mrs. Floyd

Mr. Blake- the Safety Director asked in Committee that we expedite this in order to get these payments taken care of.

Motion to waive the two day reading rule passed by a vote of 10-0.

Motion by Mr. Blake to adopt Resolution 14-81, second by Mrs. Floyd

Motion passed by a vote of 10-0.

By: Mrs. Floyd, Mr. Cost, Mr. Marmie, Mr. Rath

14-82 A RESOLUTION APPROPRIATING MONIES FOR CURRENT EXPENSES OF THE MUNICIPAL CORPORATION

Held for a Second Reading

By: Mr. Cost, Mrs. Floyd, Mr. Marmie, Mr. Rath

14-83 A RESOLUTION REGARDING A BUFFER ZONE FOR THE ANNEXATION OF APPROXIMATELY 47.211 ACRES, MORE OR LESS, LOCATED IN NEWTON TOWNSHIP; AND DECLARING AN EMERGENCY

Motion to adopt Resolution 14-83 by Mr. Cost, second by Mrs. Floyd

Motion passed by a 10-0 vote

By: Mr. Cost, Mrs. Floyd, Mr. Marmie, Mr. Rath

14-84 A RESOLUTION ADOPTING A STATEMENT INDICATING WHAT SERVICES, IF ANY, THE CITY OF NEWARK, OHIO, WILL PROVIDE FOR APPROXIMATELY 47.211 ACRES, MORE OR LESS, LOCATED IN NEWTON TOWNSHIP, A TERRITORY PROPOSED FOR REGULAR ANNEXATION, AND DECLARING AN EMERGENCY.

Motion to adopt Resolution 14-83 by Mr. Cost, second by Mr. Bubb

Motion passed by a 10-0 vote

COMMENTS FROM CITIZENS

Rhonda Loomis- 870 W Church St, pro employee or pro union employee? Depending on whether you the employee are watching from a union seat or an employee who has been given more responsibility and has no union this is played out vice ably. The hasty vote for the firefighter contract has caused disparity among the safety services with police officers receiving less than firefighters. Last Personnel Committee meeting on October 14th regarding Ordinance 14-31 At Large Councilman Guthrie asked the record to show his concern about the emergency clause. He stated and I quote "the emergency clause always worries me." He went on to say that the emergency clause exists to comply with language in the Charter and on the surface he was not sure Ordinance 14-31 setting compensation for hourly non-union employees and the like complies. In fact Mr. Guthrie wished to get legal opinion prior to voting to get it to full Council tonight. I believe the record should also show this is contrary to earlier voting for bargaining unit employees. February 2014 on Ordinance 14-01 A which was an ordinance approving the fact finder's report received in connection with the collective bargaining negotiations between the City and the firefighters and declaring an emergency. The public record shows that in the 7 pages of minutes and discussions not one comment regarding the emergency clause. Why? On the surface the only difference is a union and this union received the highest pay raises in the City. So let the record show February of this year Mr. Guthrie touting his 30 plus years of via for one elected seat or another voted in the affirmative for the faulty fact finder's report which moved forward with an emergency clause without saying one word about it. After the vote that allowed one employee group to receive more money than any other, At Large Councilman Guthrie went on to say and I quote "going ahead I think number one we need to keep advocating for our community that the folks in Columbus aren't quite as concerned about our local budget as we would like them to be. To that statement I will repeat that quote. Maybe the Democrats on Council aren't quite as concerned about our local budget as we would like them to be. He continued by saying I think we have to turn every stone in our community and our city government to find opportunities to save money. The administration did that in the IAFF with not reducing employees or eliminating positions or people but making the Captain's positions more competitive which was something Chief Stickradt fully supported in his department. The Democrats response was to table and kill that Legislation. Moving forward to July 28th to ordinance 14-22, an approving, accepting, ratifying, and adopting an employment agreement between the City of Newark, Ohio, and the non-uniformed employees, AFSCME local 2963 and Ohio council 8, AFL-CIO, and declaring an emergency again zero conversation from Mr. Guthrie who wanted the

record to show just last week that the emergency clause always worries him. Union supported pay raises and contract agreements seem to cause no heartburn for Mr. Guthrie's sensibilities with the emergency clause. It is clear that an unbalance of power on Council has resulted in raises given disproportionately to the two safety services. The Newark Police Department Union President has never complained publicly about the dis-service that this Council body did to the Newark Police Department with that vote and with the Newark Police Department losing not only money but a weeks' vacation that the firefighters received. Yet the Firefighters Union President repeatedly hits the podium with his hand out and as such Mr. Guthrie flip flops, takes back his support for the fire station and once again sides with this same high donor union despite voting in 2013 to spend 2.1 million dollars on the new fire station. The folks that are non-union where will their support come from? Management appears to have no voice and no rights with this Democrat majority. Discontent is being sewn by this Councils' lopsided decisions. One should never show favoritism and hurt moral with the power of pay raises. Disproportionate support resulting in inconsistent raises from faulty reports and unfair application of concern about the emergency clause doesn't pass the smell test and only grabs a headline or two. Let the record reflect inconsistency in applying the emergency clause speech which Mr. Guthrie throws in after 30 plus years of trying to stay relevant in any office, in any form.

Paul Moran- there is a sewer cover at 8th and Western Ave that has sunk in the ground and there are weeds all around it so the water isn't getting into it like it should be. On the West Church St Bridge at North Williams the sidewalks are in need of concrete work. There are rusted out bars that have come through the sidewalk on the north side. He also would like the City to come up with a plan to deal with these old factory buildings. He would like to see sidewalks extended on Mt. Vernon Rd and N 21st St from where they end at right now out to the city limits as far as they can possibly. He suggested that we do red, white and blue lights in the fountain on the square in honor of Veteran's Day next month. He thanked Director Mauter and Director Rhodes for looking after the Wilson St property while it was in our hands. He stated that he was over by that property and say the work the County had now done on the property and that it is no longer an eyesore and a safety hazard to the community.

Mr. Guthrie- I would like to say a few words in response to Ms. Loomis's comments. First I am sort of amazed. I think a lot of people in this room know why Rhonda has been coming after me the way that she has. I supported Mr. Rolletta and he is a good young Councilman and I am proud that I gave him my support. I never went out and attacked Ms. Loomis in that campaign. As a matter of fact I don't even think that I publicly endorsed Mr. Rolletta. It has been brutal ever since that election. In some ways I am sort of amazed at some of the things that are said. For instance regarding the fact finder report it was a completely different situation. Number one it seems that Rhonda wants to pit the fire fighters against the police department. These unions all supported each other through the bargaining process. The fact that the firefighters might have gotten a little more is because it was a separately negotiated contract with a fact finder who was dealing with the facts that were in front of them. This Council didn't make that decision. As far as whether there was an emergency clause in it, to my knowledge the emergency clause was in there because there is a statutory window when this Council had to act. We did what I believe we had to do as a Council. The fact of the matter is the majority of the votes were there to ratify the fact finder report. I said from the beginning I supported it and to this day I think it was a good thing. It has been brutal I would like to see us get this behind us Rhonda I don't think that it ever will be but I think that we all have enough on our plate to have all of these personal attacks that seem to be coming at a pretty rapid fire rate from Ms. Loomis towards me.

ADMINISTRATION

Law Director- I would like to note that I had an opportunity early as you did to attend an event at what is now known as The Skylight. It is the former Board of Education building at 85 E Main St. It is still under construction but they still had this event there none the less. If you haven't had a chance to visit you should. It is remarkable what they have done so far with that building. You can clearly envision what it is going to look like when they are finished and it is going to be a fantastic addition to downtown Newark.

MISCELLANEOUS

Mr. Blake- I want to thank Steve Johnson, he and I had an opportunity to go to C-Tec and speak to their Social Studies Club so I wanted to publicly thank him for giving some time out of his day to come and speak to Ms. Ziegler's class. Speaking of teenagers and our youth just last week we had our Youth Council meeting here in Council Chambers and the Youth Council President, Taylor Black ran the meeting. There were a lot of ideas that came out of that meeting; hopefully they will focus on a few things. It was a good meeting and I wanted to thank the members of Council who attended and the Mayor. I want to publicly thank Autumn because even within the last hour I am asking her to print off things or do this or that. Thank you very much Autumn for dealing with last minute issues. I want to congratulate Chief Stickradt on his retirement or his next chapter and also congratulate Pat Connor for being the interim Chief. He called a Finance Committee meeting.

Mr. Bubb- just two items this evening. I just want to reiterate my reason for no votes on the pay raises. It is consistent throughout the time with the other bargaining units. It is nothing against the work force out in the field it is just that the City is not in a position to be giving out raises right now. I just want to make that clear again. I wish Chief Stickradt the best in his retirement and his new venture. I am very excited that new Chief Connor is on board; I think that he will do an excellent job.

Mrs. Floyd- I just want to say that if you didn't come to the Bluegrass Festival you missed a good party and hopefully this becomes annual type of thing. Secondly, it was exciting to go today and see the two new firefighters sworn in and the promotions that were given for Captain and Lieutenant. This is a good day for the safety forces and the City of Newark with Pat Connor becoming the new acting Chief. I wish Chief Stickradt the best. Because we don't have another regular Council meeting before then to remind everybody that Thursday October 30th is Safe Trick or Treat on the Square from 5:00-6:30. I am usually down there passing out Wendy's ice cream coupons for the Downtown Newark Association but it is a fun time if you haven't been there, there are hundreds of kids there with their families. I would recommend if you have young kids or grandkids to bring them out.

Mr. Guthrie- it was good to see the firefighters sworn in and the promotions. I should thank Mr. Buskirk he is helping me stay up on the vacancies we have by providing me a printout periodically. Of course we have a bundle of vacancies in police and fire and other areas. One of the things that I think is a challenging for us since the day I took office, since the day the Mayor took office, the day Ryan Bubb took office and the day Bill Cost took office we have nearly 20 less people in our safety forces. It is a challenge for us I think to put our heads together to make sure that we can continue to provide a safe environment for our citizens. When you have those kinds of declines in numbers I think between uniform police and fire there is close to 35 vacancies. I think that it is important and I think that most of you think it is important. I just wanted to mention it but I think that it is real encouraging to see a couple of folks sworn in today and I am very happy for them and their families.

Mr. Johnson- congratulations to the retiring Chief and congratulations to the interim Chief.

Mr. Marmie- I also want to congratulate Chief Stickradt we have definitely worked through a lot of different issues over the years through many of the administrations and I appreciate him and his ability to be that go between,

between trying to help the firefighters and the administration to come to different agreements on certain things. I also want to wish Patrick Connor the best of fortune. I believe he will service the City well. Just in my knowledge of him and my dealings with him already as well as in the past I think that he is good choice for that position in the interim position. The number of vacancies in the City, when we had the budget review committee meeting after a lot of different discussions on some of the numbers and where they came from and so on, I asked the question where are we going to make up the differences as far as the budget from last year compared to this year? We have increased expenses yet we don't know the increase in income if there even is going to be any will take care of that and we have a lot to make up for. The response was reduction in forces through attrition. So those vacancies will probably not only remain but they could possibly increase. I indicated before that it's not that I am not in support of pay raises for employees we are just not in a position to give them. Therefore staffing levels will not be where they were and they could actually be worse in the future because of pay increases. I hope that we come up with ideas. I hope that there are ideas on how to save money but we have already come up with a lot of them and we have pretty much tried to pinch every penny that we can. I hope that if we do come up with new ideas this Council will support them in order to make sure we do have more boots and badges as we call them.

Mr. Rath- I want to congratulate Chief Stickradt on a time well served. We certainly appreciate all the time and effort he put in with the City and served quite honorably. Congratulations to now Chief Patrick Connor, I am sure he will do as well. I too attended the Bluegrass Festival and what a phenomenal event that was. I talked to a lot of couples and families that were here from different parts of Ohio. Everybody talked to said they had a great time. What a great example of a private function with very little government involvement. I like that. He also encouraged everyone to get out and vote.

President Ellington- he thanked everybody for coming out and participating in their government. Next Monday October 27th Committees will meet at 5:30 P.M. and the next Council meeting is Monday November 3rd at 7:00 P.M.

ADJOURNMENT- 8:01 P.M.